

October 2004

GS/FWS RECRUITMENT OPTIONS

TYPE	PROS	CONS
Student Experience Career Program	<ul style="list-style-type: none">• Flexibility for part-time students• Develop potential permanent employee• May be converted to permanent status at completion of education<ul style="list-style-type: none">• May be promoted when eligible• Provides benefits	<ul style="list-style-type: none">• Might require supervisor to provide evaluations to school• Work around part-time schedule• Work must be related to the student's field of study, and there must be a permanent position available upon graduation.
Student Temporary Employment Program	<ul style="list-style-type: none">• Fill short term need• May be extended while still a student (renewable)• Management may name a candidate	<ul style="list-style-type: none">• Must be bonafide student• No benefits
Permanent Positions	<ul style="list-style-type: none">• Build a permanent organization• Full benefits• Most desirable employment option• Opportunity to build career ladders• Initial one year probationary period	<ul style="list-style-type: none">• Difficult to remove after 1 year• Highest cost of employment• Loss of Position flexibility

Non-Federal Employment Alternatives

- Cooperative Administrative Support Unit (CASU) (see fact sheet)
- Henry M. Jackson Foundation for the Advancement of Military Medicine (HMJ)

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<u>Schedule A</u> 30/60 day appointment For emergencies	<ul style="list-style-type: none"> • Management may name candidate • Possibly hire in less than 3 weeks • Least expensive employment • Background investigation not required 	<ul style="list-style-type: none"> • The same individual can only be used once in any 12 month period • Recruitment is difficult due to short employment period • Only for <u>critical</u> positions
Veterans Appointment (VRA)	<ul style="list-style-type: none"> • Management may name request candidate • May also be advertised • Possible to hire within 3 weeks 	<ul style="list-style-type: none"> • Can hire only up to GS-11 or equivalent
Veterans Employment Opportunity Act of 1998 (VEOA)	<ul style="list-style-type: none"> • Veterans can be referred under next promotion procedures • Veterans preference is not a factor in this appointment • Grade level is not limited • Selectee receives a career conditional appointment 	<ul style="list-style-type: none"> • Agency (Navy) must solicit applications from outside sources in order to consider VEOA applicants
Temp appt NTE 1 year	<ul style="list-style-type: none"> • Fill short term need • Cost savings (no benefits) • Can hire outside candidates without OPM certification • Can be terminated early with little effort • Can be extended another year 	<ul style="list-style-type: none"> • Can not be converted to permanent • Individual usually still looking for permanent job • Can not be extended beyond 2nd year
Term appt 366 days or more	<ul style="list-style-type: none"> • Fill short term need • Can be appointed or extended up to 4 year (Max) • Provide benefits 	<ul style="list-style-type: none"> • Same process time as permanent positions • Can not be converted to permanent • Can not promote (requires new position) • After 1 year employee has appeal rights